

MEMORANDUM OF UNDERSTANDING


This Memorandum of Understanding is entered into by the Bigfork Area Education Association, herein referred to as BAEA and the Flathead County Joint School District No. 38, Bigfork, MT, herein referred to as the District.

The parties hereby agree:

1. Joe Pitts and Shauna Pitts are voluntarily leaving the Bigfork School District in good standing at the end of the 2019-20 school year to pursue temporary teaching opportunities abroad.
2. In the event that the District has one or more certified teacher openings during the 2022-2023 or 2023-2024 school year for which they are qualified, Joe Pitts or Shauna Pitts shall have a right of reinstatement to one of these positions. Joe Pitts and Shauna Pitts shall confirm their interest in asserting their right to the position no later than March 1st of 2022 or 2023. The Board, upon a recommendation from the Superintendent, shall decide which of the two shall be offered the position. The non-selected teacher may be offered a different teaching position if determined by the Board to be the most qualified applicant for the position.
3. If reinstated, Joe Pitts and Shauna Pitts shall voluntarily relinquish their tenure, but shall be placed at the same step and lane in which they would have normally progressed on the salary schedule if continuously employed by the District.
4. The right to reinstatement, if not exercised, shall automatically cease after the 2023-2024 school year.
5. The parties understand this MOU shall not set a precedent.

FOR THE DISTRICT

FOR THE BAEA

Paul Sandry	Date
	1-13-20
Joe Pitts	Date

Name	Date
	1-13-20
Shauna Pitts	Date